

COLLECTIVE BARGAINING AGREEMENT

BETWEEN THE

GLOUCESTER TOWNSHIP  
PRINCIPALS' ASSOCIATION

AND THE

GLOUCESTER TOWNSHIP  
BOARD OF EDUCATION

X July 1, 1981 to June 30, 1985



ARTICLE I  
MANAGEMENT TEAM STATEMENT

We, the members of the Gloucester Township Principals' Association, believe that our primary purpose in administering and supervising the public schools of Gloucester Township is to provide the optimum education of which he is capable for each child in attendance. To that aim, we administrators can only become more efficient and effective through joint participation with the Central Administrative Staff and the Board of Education at the management level.

We firmly believe and pledge that we as administrators should and shall function as a team, harnessing our total knowledge and experience with that of the Board, working cooperatively and closely together to provide the best possible education for the children of Gloucester Township.

ARTICLE II  
FRINGE BENEFITS

The parties agree that the fringe benefits applicable shall be as follows:

- A. Statutory Sick Leave - one day per month.
- B. Family paid hospital program in the State Health Benefits Program (or an equivalent program) or Washington National Insurance up to the current Board limits.
- C. Personal Leave Days - Two per year with proper notice and proper approval as established by the Superintendent except in cases of emergency.
- D. Professional Days - As requested and approved by the Superintendent.
- E. Sabbatical Leaves - As requested and approved by the Board of Education.
- F. Vacation Days - 21 days per year as scheduled with and approved by the Superintendent for up to 25 years service in Gloucester Township. After 25 years of local service, 25 vacation days shall be awarded.
- G. Holidays -

Fourth of July	The day before Christmas Day
Columbus Day	Christmas Day
Labor Day	New Year's Day
Election Day	President's Day
Veterans' Day	Good Friday
Thanksgiving Day	Easter Monday
The day after Thanksgiving Day	Memorial Day

ARTICLE II  
FRINGE BENEFITS  
(Continued)

---

- H. Conventions and Seminars - - Within budgetary limitations, members may request the opportunity to participate in these type of activities. All requests must be approved by the Superintendent and recommended to the Board for final approval. When deemed necessary, the Superintendent may consult with the Association regarding the selection of the individual to attend National meetings prior to his recommendation to the Board.
- I. Professional Dues - Consideration for payment of dues will be made by the Board within budgetary limitations.
- J. Any and all fringe benefits that may be offered by the Board of Education prior to the termination of this agreement shall be extended on an equal basis to the Gloucester Township Principals' Association.

ARTICLE III  
SALARIES

- A. Salaries for the 1981-1985 years shall be increased as follows:

	<u>1981-1982</u>	<u>1982-1983</u>	<u>1983-1984</u>
1. Base	8.5% (\$2,450)	8.0%	8.0%
Merit	1.0% (\$300)	1.5%	2.0%

- 2. Salaries will be reopened for the 1984-85 school year.
- B. Anyone not receiving full merit pay will be notified by the Superintendent or his designee of this decision prior to the Board meeting establishing salaries for the ensuing year. This notification shall include specific identification of areas considered deficient and suggested means of improvement.

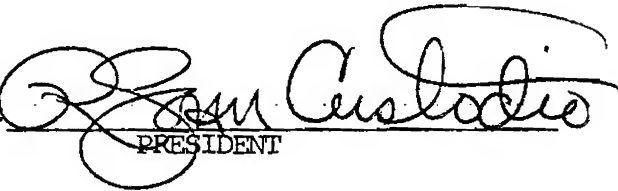
ARTICLE IV  
DURATION OF AGREEMENT

This agreement shall be in full force and effect from July 1, 1981 until June 30, 1985.

The parties set forth their signatures below to signify complete and full agreement on the above contract:

GLOUCESTER TOWNSHIP BOARD OF  
EDUCATION:

BY:

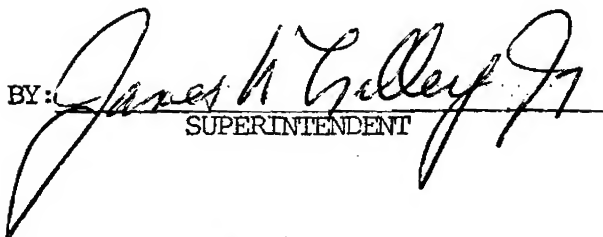
  
PRESIDENT

GLOUCESTER TOWNSHIP PRINCIPALS'  
ASSOCIATION

BY:

  
PRESIDENT

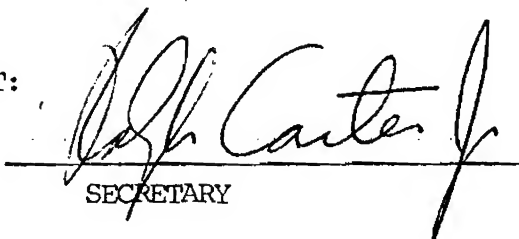
BY:

  
SUPERINTENDENT

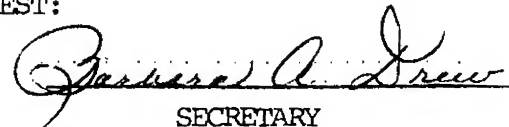
BY:

  
CHIEF NEGOTIATOR

ATTEST:

  
SECRETARY

ATTEST:

  
SECRETARY

